

Women's History Month

OCTOBER 1993

AN HISTORICAL LOOK AT WOMEN AND WORK IN CANADA

In 1880, Emily Howard Stowe became the first woman in Canada to legally practise medicine. It was quite an accomplishment in a country that, at the time, would not allow women to attend medical school.

Undaunted at being refused admission to a Canadian medical school, Stowe went to New York, earned her medical degree in 1867, and returned to Canada. She worked without a license 13 years before she legally had the right to practise her profession. In 1883, her daughter Augusta Stowe-Gullen became the first woman to earn

a medical degree in Canada. By 1990, the graduating class of the University of Toronto medical school was 45 per cent women.

The women of Canada share a legacy of determination from Emily Stowe and many others, which has helped them overcome gender-based stereotypes and discrimination. Women have made historic contributions to Canada's social and economic development through their paid and unpaid work. However, most of women's accomplishments have been largely ignored in traditional history books.

The goal of Women's History Month in Canada, which is being celebrated for the second year in October 1993, is to write women back into Canadian history. The theme this year is **HERstory of Work: Recognizing Women's Contributions**. It is also intended to highlight the importance of increasing women's participation in all sectors of the workforce, and the need for greater sharing of work in the home between women and men.

Today, women are increasingly recognized as a permanent and power-



Dr. Emily Howard Stowe (1831-1903)
Credit: National Archives of Canada-C9480

ful presence in the workplace. Women currently make up 45 per cent of Canada's labour force. They accounted for almost three-quarters of all growth in employment in Canada between 1975 and 1991. And the Federal Business Development Bank projects that by the year 2000, about one in three self-employed people in Canada will be a woman.

However, progress in achieving equal opportunity in the workplace has been characterized by periods of advances and setbacks for women at work, waves which have propelled or held back entire generations or particular communities of women.

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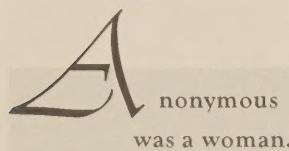
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"Feel free to photocopy this publication"



There has been an historic pattern in Canada of women being alternately drawn into the paid labour force and then squeezed out in challenging economic times. They have been paid less in good economic times and lesser still, or not at all, in periods of economic restraint.

For example, in the early Industrial Revolution (circa 1850) women were swept into service in new city factories that suddenly needed a large labour force. But in the



Constance Brissenden, Canadian journalist, speaking in 1979

slower economy of the late 1800s, women were discouraged from working by lower wages than men and harsh working conditions.

World War I again redefined women's place and in its aftermath, the liberated "flapper" emerged. By 1922, Maclean's magazine had declared the flapper a "menace" and women were bombarded with media stories about the incompatibility of marriage and a paying job.

Similarly, during the Second World War, women were pressed into service as a reserve labour force, fortified by the smiling competence of Rosie the Riveter, a

wartime symbol of women in non-traditional occupations. But women often did traditional male jobs for as little as half the wages. At war's end, women were unceremoniously sent home to the role of Suburban Housewife. Women would not surpass their war-time participation in the Canadian workforce until 1967.

Overall, early 20th century census figures show that women industrial workers made 55 to 60 per cent of average male wages. This wage gap had become entrenched in the late 1800s, with the introduction of the concept of the "family wage" -- the notion that men needed to make enough money to sustain a family while women worked only for "pin money".

Nonetheless, women in the industrial workplace continued to make strides: some rose to the rank of factory inspector, others unionized for better working conditions, and minimum wage laws were secured.

Women also took up paid work outside the factories, much of it an extension of their traditional roles. Women worked as domestic servants, teachers and nurses. In 1891, 41 per cent of all working women in Canada were employed as domestics, unregulated work which

often exposed them to long hours of service and sometimes to sexual harassment and assault. Women teachers and nurses were typically paid about half their male colleagues.

A particularly significant change was the move of women into the male preserves of clerical and sales work in the late 1800s. When it was discovered that women could and would do the work of men for about half the salary (\$4.50 a week compared to \$9.50), the clerical field gradually became a classic "pink-collar" work ghetto. By 1921, clerical work was the top occupation among women in the paid workforce and remains so today.

Today on average, women working full-time, full-year, still only make 70 cents to the dollar that men make. They are still breaking down barriers which have delayed their participation in male-dominated fields, such as engineering and the trades. And women continue to chip away at the glass ceiling which segregates women into the lower ranks of some occupations. Fifty-eight per cent of women are employed in clerical, service, or managerial and administrative jobs.

The women who are engaged today in non-traditional occupations

-- women technicians, engineers, scientists and tradespeople -- are modern-day pioneers. They are leading the way for other women. And they hold one of the most important keys to a more just and prosperous future for Canada.



Recruiting Poster, World War II
Canadian War Museum Archives

Suggested Activities

The following is a list of suggested activities to celebrate and promote awareness of Women's History Month in Canada. This year's focus is the recognition of women's contributions through their paid and unpaid work.

Ask your local municipality or school board to declare October "Women's History Month".

Simply call the office of the mayor or a trustee of the school board. Express your interest in having a proclamation issued. Follow up with a letter, explaining why Women's History Month would be an interesting and beneficial project in your community, and how this year's theme on women and work can be highlighted. Feel free to include excerpts from this newsletter.

Create a showcase at home, work or school, honouring the contributions of women.

Encourage people to record their own experiences and impressions of the contributions of women -- particularly that of a woman they know. Set up a flip-chart display and invite people to express their ideas. At the top of the paper, write the beginning of a sentence, such as "*I am proud of the work that my mother/sister/grandmother/aunt/friend did when she...*"

Take a young girl to work for the day -- at home or in the community.

Whether your work is inside or outside the home, whether your work is paid or unpaid, show a young girl what you do throughout the day, and be a role model and mentor for her.



f you

don't have a wild dream,
you'll never try and you'll
never get and you'll
never achieve.

Celia Franca, founder and
director of National Ballet of
Canada, speaking in 1974.

Suggest that your group or organization dedicate some time in October to Women's History Month.

Invite a woman in your association or community to speak about her life, work and accomplishments -- or ask several women of different ages and backgrounds to give a short speech or join in a panel discussion. This is an opportunity to discover the diversity and achievements in the lives of women from various backgrounds.

In community or business-related publications, reprint the Women's History Month Quiz or other articles contained in this newsletter.

Share a different question from the quiz each day during October -- at work, at school or at home. Keep track of everyone's answers and at the end, announce the winner of the Women's History Month quiz competition.

CALENDAR OF ACTIVITIES

A number of national activities are being held to celebrate Women's History Month, under the auspices of the Canadian Committee on Women's History and Status of Women Canada, with the support of the Women's Program, Department of Human Resources and Labour Canada (formerly Secretary of State Canada); and Canada Post Corporation. Provincial, regional and local events are also taking place.

Status of Women Canada maintains a national calendar of activities. To register your Women's History Month event or inquire about events, contact Darcy Neilson-Wade, telephone (613) 995-3817; by fax at (613) 943-2386; or write to Status of Women Canada, Communications Directorate, 360 Albert Street, Suite 700, Ottawa, Ontario K1A 1C3.



Maude Abbott, Scientist (1869-1940)
Credit: National Archives of Canada-C9479

Ask women about their experiences of work.

Ask the women you know about the work they do and have done -- in the workplace, at home and in the community. Collect their stories -- on paper, and create a publication; on tape and create an audio show; on film and create a video.

Keep a day-long log.

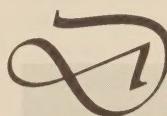
Keep a log of everything you do in a day. Ask your family members and/or friends to do the same. Compare the work you do. Ask older women what their log sheet would contain if they had completed one in their younger years. Or use your imagination, and create a log sheet you might have if you had lived 100 years ago.

Arrange a discussion group or workshop -- it could be a lunchtime discussion group at work, or a gathering at home or in the community.

Discuss various issues, such as "what is work", or "is paid work more valued than unpaid work, and if so, why". If you're interested, write a report on your discussion and send it to your community newspaper.

Read a book for Women's History Month.

During Women's History Month, in a group or by yourself, read about women and work. If you're interested, write a book review for your community newspaper, or as a group, get together and discuss the


ear child,
you may be
anything you like.

Maude Abbott, Quebec physician, professor and scientist, referring to the response of her grandmother when, as a child, Abbott asked if she could become a doctor.

books you have read. For ideas, check the reading list in this newsletter.

Rent a film or video for Women's History Month.

Arrange a group or community film event around one of the many films or videos about women and work described in this newsletter. Invite a speaker and discuss the film you have viewed.


he economic dependence of women is perhaps the greatest injustice that has been done to us, and has worked the greatest injury to the race.

Nellie McClung (1874-1951), Canadian feminist activist, writer and speaker.

EATON CELEBRATES CANADIAN WOMEN

A National Photo Display And Exhibition 1993

This photo exhibition, presented by Eaton, Status of Women Canada and the Women's Program, the Department of Human Resources and Labour Canada (formerly Secretary of State Canada), is a one-month tribute to women in Canada. The exhibit will be displayed in 60 Eaton stores across the country and in one museum in Newfoundland, throughout October.

"Eaton Celebrates Canadian Women" highlights the contributions of 32 historical and contemporary Canadian pioneers -- women who have made significant contributions to this country in many diverse fields and in many diverse ways. Women's History Month in October provides an opportunity as never before to fully recognize and honour these remarkable Canadian women.



SELECTED NFB VIDEOS & FILMS

The following is a selection of films relevant to Women's History Month, taken from the more extensive catalogue of the National Film Board. To obtain a film or video, you may rent or purchase them in person, by telephone, fax or mail. Business hours for the film libraries are from 8:30 a.m. to 5:00 p.m., Monday through Friday. Please contact the toll-free numbers listed below to determine the library nearest you.

Atlantic Canada 1-800-561-7104
Quebec 1-800-363-0328
Ontario 1-800-267-7710
Western and Northern Canada 1-800-661-9867
Rental Rates : Video - \$3.00 per booking - 24 hours
16mm film - \$5.00 per booking - 5 days (plus applicable taxes)

HERstory of Work

HOW THEY SAW US -- Women's Archival Film Package (series)

No. 0177 374,1977

The years between 1940 and 1960 witnessed an intense redefinition of the role of women in society.

There are eight films in this package, and the series is available

under the title Women in the '40s and '50s. These include :

Careers And Cradles -- Shows how the brief expansion of feminine roles during the war years was followed by the "joys" of suburbia and domesticity in the 1950s.

Women At War -- A British film, depicting women's direct participation in the war effort as acceptable, valuable and a natural outgrowth of their peacetime occupations.

Service In The Sky -- This 1957 documentary shows how women flight attendants were seen as decorative, if witless, adjuncts to the "real" business of flying.

Women At Work -- A propaganda film about employment opportunities in Canada, aimed at European immigrant women. Reveals how repetitive, often menial work, was elevated to the status of normal and desirable career pursuits for women.

Just-a-minute -- A series of one-minute clips highlighting some of the problems faced by women both inside and outside the home.

Is It A Woman's World? -- Made for early television, explores the experiences and subtle "blockades" faced by women in the business world.

Needles And Pins -- A young garment worker takes advantage of the ballet, charm and elocution lessons

offered by her union's "self-improvement" program.

Proudly She Marches --

A recruitment film that offers mixed messages. Verbally, it talks about the exciting challenges for women in the war effort, but visually, it shows how temporary these positions were.

Wings On Her Shoulder --

A recruitment film with the underlying message that "women wear wings on their shoulders so that men might fly", foreshadowing their fate in the post-war world.

WOMEN ON THE MARCH

(two parts)

No. 0158 053, 1958

Part 1 -- A film record of women at the turn of the century and of the suffragist movement.

Part 2 -- In praise of women's acquisition of the vote.

DOCTOR WOMAN: The Life and Times of Dr. Elizabeth Bagshaw

No. 0178 279, 1978

The film captures the spirit of Elizabeth Bagshaw, forerunner of the women's movement and one of the first women to practise medicine in Canada.

CANADA'S FIRST WOMAN M.P.

No. 0186 005, 1986

Examines Agnes Macphail's 19-year career in the House of Commons.

WORKING NIGHTS

No. 0189 013, 1989

The world of women night workers is the subject of this visually expressive documentary.

NO TIME TO STOP

No. 0190 027, 1990

Women who have immigrated to Canada from Hong Kong, Ghana and Jamaica, tell their stories about

home and work, and about the conditions that shape their lives.

IN HER CHOSEN FIELD

No. 0189 096, 1993

This striking documentary pays tribute to the importance of women farmers to the agricultural economy, and recognizes the invisible subsidy their labour provides to consumers.



Christine Welsh, Métis Writer/Producer, from "Women in the Shadows"
National Film Board

A TIME TO REAP

No. 0189 113, 1990

A celebration of the victories of Quebec farm women who, through determination and solidarity, are attaining the recognition they have sought for so long.

THE GLASS CEILING

No. 9192 094, 1992

Presents five women who must use strategy, humour and determination on a daily basis in an effort to attain an equitable place in their respective work settings.

A BALANCING ACT: Families and Work in the '90s

No. 9192 098, 1992

Through first-hand accounts of working women and men, **A Balancing Act** offers an inside look at the positive impact of structural change in the workplace.

A WEB NOT A LADDER

No. 9193 013, 1993 -- available in September 1993

Women are opening new businesses in Canada at three times the rate of men, determining their own business ethics and re-evaluating their concepts of success. This film profiles five businesswomen who, despite financial constraints and barriers of sexism, racism and ageism, are determined to do business their way.

CAREERS TO DISCOVER

No. 9193 018, 1993 -- available in September 1993

Dropping out of math and science is still a common pattern for teenage girls. Without training in these areas, 85 per cent of the most prestigious and lucrative careers -- those in science and the applied sciences -- become inaccessible. Featuring advice and inspiration from five women scientists, **Careers to Discover** encourages girls at the secondary level to continue their studies in math and science and provides the facts they need to make an informed choice about the future.

AND WE KNEW HOW TO DANCE: WOMEN IN WORLD WAR I (1993) - Available In October 1993

This historic documentary features the stories of women who, by entering the labour force during World War I, played an integral role in Canada's war effort. **Women in World War I** examines the first major influx of women into industry that began as a result of The Great War.

New Releases -- HERstory

WOMEN IN THE SHADOWS

No. 9191 146, 1991

This deeply personal documentary film follows Métis writer and filmmaker Christine Welsh on a spiritual and physical journey in search of her native identity, uncovering

the process of a lost chapter in Canadian history.

FORBIDDEN LOVE: The Unashamed Stories of Lesbian Lives

No. 9192 008, 1992

Sometimes moving, often hilarious and always rebellious, ten women, ranging in age from forty to seventy, speak about their lives during an era when same-sex love was "the love that dared not speak its name".

RETURN HOME

No. 9192 129, 1992

As a young Chinese-Canadian woman, Michelle Wong's struggle with cultural identity is not unlike many first-generation Canadian-born children who must find a place for themselves between two cultures.

Women's History Month Video

A superb video, produced to celebrate the first Women's History Month in October 1992, is still available.

Womenstory - Daughters on the Wings of Time introduces us to the histories of seven Canadian women of different cultural backgrounds. Each shows us how she and her foremothers formed, molded and challenged the lives of Canadian women throughout our shared history.

Womenstory is a 30-minute private production that is offered for sale (\$25.00 plus GST) through the National Office of the YWCA of/du Canada. To place your order, please call Monica Gaskin at (416) 593-9886 or fax (416) 971-8084.

UNPAID WORK ESSENTIAL TO ECONOMY

"That's women's work!" When you read this phrase, do cooking, cleaning and caring for the home and children come to mind or do medicine, engineering and politics? While some may wince at the implied stereotypes, work has been divided by gender for much of history in Canada; women's role in society and their progress towards equality have been inexorably linked to their responsibilities for the home.

In Aboriginal and pioneer societies in early Canada, tasks were segregated by gender, but work, family and community life were integrated, and women's work was recognized as vital. Women's tasks were often centred around food cultivation, gathering and preparation.

Huron women were responsible for electing men to their governing councils as well as for planting corn, beans and squash; Iroquois women, responsible for feeding the family and for the survival of the community, ran the longhouses and could veto matters of war and peace.

In the 1800s, the work of European women settlers also necessarily focused on family and community. Pioneer women made and preserved food, planted and tended crops, manufactured clothing, watched flocks and taught children. In the 1860s, the Agricultural Association of Upper Canada stated ex-

plicitly that "a good wife" was "indispensable" to a farmer.

Women's unpaid work in the household and on the land liberated men to hunt, fish, build boats and fell lumber -- activities that would increasingly be used to bring in money as Canada settled into a modern market economy.

The roles of women and men became more deeply segregated as urban society supplanted rural life; the workplace was increasingly separated from the home and the word "work" came to mean waged labour.

During the century of industrialization between 1850 and 1950, when "dollar figures" increasingly and almost exclusively came to represent worth to society, women's unpaid work became literally worthless and by association their paid work was also undervalued.

Today, women are leading the growing recognition that unpaid work -- caring for children and elderly parents, volunteer work, meal preparation -- is the underpinning of our economy, a foundation without which the world of paid work could not function. Today's workplace is also being physically and philosophically reshaped to allow

both women and men to attend to family responsibilities.

Canada has become a recognized world leader in developing ways to measure unpaid work. For example, in the 1996 Census, questions on unpaid work will be asked for the first time. The most accurate figures available from Statistics Canada indicate that if the value of unpaid work was calculated into Canada's Gross Domestic Product, it would represent between 32 and 39 per cent.

The United Nations' blueprint for women's international equality by the year 2000, entitled the *Nairobi Forward-looking Strategies for the Advancement of Women*, calls on all nations to ensure that women's paid and unpaid work is quantified and valued. Only when there is a reliable assessment of the impact of unpaid work will there be progress on changing attitudes towards women's roles in society.

Doris Butwell, softball player, 1928
Courtesy Pat Staton



Woman hanging clothes - Prince Edward Island
Public Archives of Prince Edward Island-2679/3

A Selected Chronology Of Women And Work In Canada

1500s Iroquois society is matrilineal (kinship is based on the maternal line) and matrilocal (a system of marriage in which the man goes to live with the woman's group). Iroquois women grow crops and hold important positions in the community.

1639 Marie Guyart (Marie de l'Incarnation) founds the convent of the Ursulines de Quebec and oversees the construction of the first convent in New France, and therefore, in Canada.

1641 Jeanne Mance, founder of nursing in Canada, arrives in New France.

1658 Marguerite Bourgeoys, first school teacher in the colony of Montreal, founds the Congregation of Notre Dame, the first uncloistered order of nuns in North America.

1666 Records from the Trois Rivieres region of Quebec show that women here run the trading post, some taverns, and often operate other small businesses, selling clothes, furs, utensils and brandy.

1700s In New France, women are engaged in a variety of challenging work, such as establishing religious institutions, clearing the land, and working as merchants, soldiers and administrators.

1736 Molly Brant, a Mohawk woman, is born. She becomes a diplomat, crop farmer and expert in the medicinal qualities of herbs.

1823 Madame Gilbertin becomes Canada's first woman prospector, discovering gold in the Chaudiere River in Quebec.

1824 Julia Catherine Beckwith Hart, of Fredericton, New Brunswick, writes *St. Ursula's Convent*, making it the first work of fiction by a person born in Canada.

1831 Dr. Emily Howard Stowe is born in Ontario on May 1. She later becomes the first woman physician to practise in Canada.

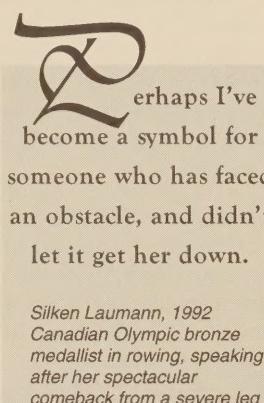
1850s Ruth Addams, inventor of the cook stove, becomes Canada's first woman to receive a patent.

1854 Mary Ann Shadd Cary, the first Black newspaperwoman in North America, edits *The Provincial Freeman*, a Toronto-based newspaper giving a voice to Black people in Canada, until 1855.

1865 Rose Fortune, who founded a cartage company, staking her claim in the male-dominated field of "baggage smashers", dies. She was also the self-appointed police officer of her town, making her North America's first woman to hold police duties.

1870s Fifty per cent of Canada's teachers are women.

1871 Women comprise more than 50 per cent of Canada's workforce in light manufacturing, shoe-



1800s Canada's women of European heritage are encouraged to become teachers. Women teachers earn half that paid to their male counterparts.

1800s Aboriginal women are essential to the survival of voyageurs and merchants in the North, acting as interpreters and guides, and making items such as snowshoes.

1803 Disguised as a man, Mary Fubblester, also known as the "Orkney Lass", begins work as a clerk in a Hudson Bay Company fur-trading post.

making, printing and tobacco manufacturing.

1891 Canada's leading occupations for women include domestic service (41 per cent of employed women work as servants), teacher, farmer, seamstress, housekeeper, laundress and milliner. Women are beginning to enter the workforce as cashiers, bookkeepers, clerks, copyists and salespersons. The average weekly salary for a woman is \$4.50; for a man, it is \$9.50.

1897 Clara Brett Martin is admitted to the bar as Canada's first woman lawyer.

1898 Kit Coleman, Canadian journalist, becomes the world's first woman war correspondent. She is also one of the first Canadian women to hold a regular job at a newspaper and the first syndicated columnist in Canada.

1900 Teaching is the only career open to women in Canada that leads to a pension.

1901 Women in Canada form 70 per cent of the total work force in the following occupations: paperbox and bag makers; domestic servants; dressmakers and seamstresses; teachers; office workers; housekeepers; milliners; and nurses.

1904 Pitseolak Ashoona, one of the most prolific Inuit graphic artists, is born on Nottingham Island, Northwest Territories.

1908 The first novel of Lucy Maud Montgomery, a Prince Edward Island writer, becomes an instant bestseller. *Anne of Green Gables* is now a world-renowned Canadian classic, translated into 30 languages.

1911 Women represent 21.6 per cent of Canada's total labour force, divided among the following occu-

pations: 40 per cent in manufacturing; 22 per cent in the clothing industry; 15 per cent as servants; 9 per cent as sales clerks; 6 per cent as typists, stenographers and clerical staff; 5 per cent as nurses; and 3 per cent as teachers. Immigrant women form 24 per cent of the female labour force.

1912 Carrie Derick becomes Canada's first woman to be appointed full professor, teaching morphological botany at McGill University in Montreal, Quebec.

1913 The average wage for a woman factory worker in Canada is \$5 per week, or \$261 per year. A living wage is considered to be \$7.50 per week, or \$390 per year.

1913 On July 31, Alys McKey Bryant becomes the first woman in Canada to pilot an airplane.

1914 Almanda Walker-Marchand founds the Fédération des femmes canadiennes-françaises (FFCF), the first organization for franco-phone women outside of Quebec, with sections throughout Ontario and Western Canada. In the early days of the group, members take the role of volunteer social service workers. Walker-Marchand holds the office of FFCF president for 32 years.

1915 Elizabeth Smellie is the first woman to rise to the rank of colonel in the Canadian army.

1916 With World War I under way, 6,000 women in Canada are employed in munitions work.

1917 Nurses, under the *Military Voters Act*, are given the right to vote in federal elections.

1919 Canada includes a woman, Kathleen Dewry, on the delegation of the founding conference of the International Labour Organization.



f Jack is a good mathematician or mechanic or debater, there is no limit to our aspirations for him... But if Penny is a good mathematician or mechanic or debater, we hope that, despite these handicaps, she will grow up to be a good wife and mother.

Perhaps the ultimate devaluation of women is to expect little of them.

S.I. Hayakawa, Canadian-born semanticist, speaking in 1979.

1920 E. Marjorie Hill becomes the first woman architect in Canada.

1921 Women employed in the federal civil service are forced to resign when they marry.

1924 Golf legend Ada Mackenzie builds Canada's first women's golf course because private courses fail to offer women adequate playing time.

1928 Anna Dexter becomes the first Canadian woman radio broadcaster.

1929 Elsie Gregory MacGill becomes the world's first woman aeronautical engineer.

1931 On June 30, Joyce Wieland, major Canadian multimedia artist and filmmaker, is born in Toronto.

1934 Helen Kinnear of Cayuga, Ontario, becomes the first woman in the British Empire appointed King's Counsel and in 1935, becomes the first woman to argue a case before the Supreme Court of Canada.

1936 Rose Conrad of Lunenburg County, Nova Scotia, becomes the first woman to receive a federal fishing bounty.

1937 Trans-Canada Air Lines sets regulations for the minimum height and maximum weight of women flight attendants, at 5 feet, 3 inches tall, and 125 pounds.

1939-45 During World War II, women enter fields of employment traditionally the sole domain of men. For example, "lumberjills" work alongside loggers.

1942 In July, Bobbie Robertson of Newfoundland becomes the world's first woman trade commissioner. For the next 23 years, she is Canada's trade commissioner -- the only woman commissioner among 164 men.

1944 Over a million women in Canada are engaged in paid work -- an increase from 746,000 in 1941. Women war workers have increased from 40,000 to 230,000 since the war began, and the number of women in the armed forces has risen from 1,000 to 36,000.

1947 Married women are released from jobs in the civil service and the Canadian Broadcasting Corporation, on the grounds that their wartime employment was only temporary.

1948 Dr. Mona Campbell becomes the first woman veterinarian to establish a private practice in Canada.

1950s Violet Milstead, known as the "Bush Angel", is Canada's first instructor of bush pilots, teaching more than 100 pilots to fly. She is capable of flying more than 50 types of aircraft.

1950 Marion Orr of Maple, Ontario, becomes Canada's first woman to operate her own flying school, training over 600 pilots.

1951 Elinor Black, a graduate in medicine from the University of Manitoba (1930), becomes the first woman head of a Canadian medical school department.

1954 Marion Royce of Toronto becomes the first director of the Federal Women's Bureau, which in 1954 is a division of the new Department of Labour.

1955 There is a wide disparity in the average range in hourly wages for Canada's men and women working in manufacturing: for men, \$1.34 in New Brunswick, to \$1.81 in British Columbia; for women, it is \$0.55 in Nova Scotia, to \$1.12 in British Columbia.

1955 Women from the West Indies are beginning to be recruited under a program called "The Domestic Scene". This will result in thousands of women from Jamaica, Barbados, Trinidad and Tobago being granted landed-immigrant status, on the condition that they work for one year as domestics before they can move to another job.

1955 Restrictions are removed on the employment of married women in the federal public service.

1956 Huguette Plamondon becomes the first woman to be named Vice-President of the Canadian Congress of Labour.

1957 Martha Louise Black dies at age 91, marking the end of an era in the Canadian North. Known as the "First Lady of the Yukon", Black travelled on foot over the infamous Chilkoot Pass to Dawson, filed a gold claim, and owned and managed a sawmill.

1961 Women comprise a small proportion of various professions in Canada: 0.25 per cent of engineers are women; 2.64 per cent of lawyers; 4.49 per cent are dentists; 7.33



From NFB film "A Time to Reap" on women in agriculture.

per cent are physicians. Of all working women in Canada, 15.5 per cent are in the professions.

1965 Until now, flight attendants employed by Air Canada were forced to resign if they married, and they could be dismissed after the age of 32. After 1965, they have a 10-year contract.

1966 Jean Sutherland Boggs becomes the world's first woman to head a national art gallery, when she is appointed Director of the National Gallery of Canada in Ottawa.

1967 The average income for men in Canada is \$5,331; the average income for women is \$2,303, or 43 per cent of the average for men.

1970 Figures show that men in Canada are paid more than women in 96 per cent of all similarly described occupations, and that the advantage for men ranges between 10 and 15 per cent on average, and up to 74 per cent for some jobs.

1970 In Canadian university faculties, the median salaries of men exceed those of women by as much as 31.5 per cent for jobs of the same rank. In schools, men teachers earn as much as 27 per cent more than their women colleagues.

1971 Women comprise 8 per cent of Canada's physicians and 99 per cent of nurses.

1971 Women in Canada hold 45.2 per cent of service jobs, 68.4 per cent of clerical jobs, 15.7 per cent of managerial/administrative positions. Of all working women, 17.5 per cent are in the professions.

1971 A Statistics Canada report estimates that household work represents 41 per cent of Canada's gross national product.



Boutique Owner, Sydney, Nova Scotia, 1989.
Credit: Pat Staton, Toronto

1974 For the first time, women are accepted into the Royal Canadian Mounted Police.

1975 A Gallup Poll finds that 49 per cent of men and women surveyed in Canada favoured a salary for housewives.

1975 72 per cent of all workers employed in Canada's banks are women.

1975 For every dollar earned in Canada by a man, a woman earns \$0.60.

1976 Margaret Littlewood, Canada's only woman trainer of fighter pilots, is awarded the Amelia Earhart Medallion.

1976 The first six women in Canada are ordained as Anglican priests.

1977 An Ontario Status of Women Council report, *About Face - Towards a Positive Image of the Housewife*, states that the average Canadian woman does approximately 99.6 hours of housework per week.

1977 Marion Ironquill Meadmore becomes the first Aboriginal

woman admitted to the Bar of Manitoba and in all of Canada.

1977 The *Canadian Human Rights Act* is passed, forbidding discrimination on the basis of sex and ensuring women equal pay for work of equal value.

1978 Women workers in Canada earn 56 per cent of the income of men workers. Women comprise 48 per cent of Canada's paid labour force. Women hold 77 per cent of all clerical jobs, 54 per cent of all service jobs and 38 per cent of all sales jobs in Canada.

1978 Judy Cameron becomes the first woman pilot hired by Air Canada.

1978 An amendment to the *Labour Code* eliminates pregnancy as a ground for lay-off or dismissal.

1979 The unemployment rate for women in Canada is one-third higher than that of men. Women comprise 42 per cent of Canada's unemployed.

1980 The income of Aboriginal women is 71.7 per cent that of non-Aboriginal women.

1980 The first National Conference of Farm Women is held in Ottawa in 1980. It attracts 200 women from across Canada, who discuss issues such as the economic position of farm women and discrimination experienced by farm women seeking credit.

1980 Abby Hoffman is elected as the first woman executive member of the Canadian Olympic Association.

1982 Madame Justice Bertha Wilson is the first woman appointed to the Supreme Court of Canada.

1982 Women in Canada are employed in 49 per cent of jobs in the



Gail E. Greenough, Equestrian
Credit: Canadian Sports Images

service sector, and 23 per cent of jobs in the goods-producing sector.

1983 Hide Shimizu is named a Member of the Order of Canada for her lifetime of volunteer work. She had been the first Canadian of Japanese heritage to teach in Canada.

1983 Three-quarters of women in Canada's labour force earn less than \$12,000 a year.

1983 Women comprise only four per cent of the executive category of the federal public service. In the administrative support category, women comprise 85 per cent of workers.

1984 Betty Hughes becomes the first woman to head a Crown corporation in Canada when she is appointed chair of Canadian National Railways on June 1.

1986 The *Employment Equity Act* is introduced, applicable to Crown corporations and federally regulated businesses. Its aim is to redress historic and systemic discrimination against women, per-

sons with disabilities, Aboriginal peoples and visible minorities.

1986 Sharon Wood climbs Mount Everest -- the first North American woman to achieve such a feat.

1986 Gail E. Greenough becomes the first woman, the first Canadian, the first North American and the youngest person ever to win the World Championships in the equestrian sport of show jumping.

1986 Federal and provincial/territorial Ministers Responsible for the Status of Women present First Ministers with *A Framework for Training for Women*, with a focus on achieving equality for girls and women in training and education.

1988 In January, Sheila Hellstrom is appointed the first woman Brigadier-General in the Canadian Armed Forces.

1989 Heather Erxleben becomes Canada's first woman combat soldier.

1989 All restrictions are removed on the employment of women serving in the Canadian armed forces, with the single exception of submarine duty.

1990 The Canadian Committee on Women in Engineering is established in February, with federal support, to examine the situation of women in engineering in Canada.

1990 On April 1, Carol Anne Letheren becomes the first woman president of the Canadian Olympic Association.

1990 On December 9, after a century-long process to establish her as a saint, Marguerite D'Youville becomes the first Canadian-born person to be canonized. Founder of the Grey Nuns, D'Youville was born in 1705 near Montreal.

1990 The Report of the Task Force on Barriers to Women in the Public Service is released.

1990 New, multi-tiered system of Unemployment Insurance maternity/parental benefits takes effect, providing an additional 10 weeks of parental benefits.

1991 Terry Vyse of St. Catharines, Ontario, becomes the first Aboriginal woman judge in Canada when she is appointed to the Ontario Court, Provincial Division.

1991 Monique Mercure is the first women appointed general director of the National Theatre School of Canada.

1991 Louise Fréchette is appointed Canada's first woman Permanent Representative and Ambassador to the United Nations.

1991 Jo-Anne Polack becomes the first woman general manager of a major football club, the Ottawa Roughriders.

1992 Madame Justice Rosalie Abella becomes Canada's one hundredth woman to serve on the federal bench.

1992 Paule Gauthier becomes Canada's first woman president of the Canadian Bar Association.

1992 Deborah Wright becomes the National Hockey League's first woman scout.

1992 Manon Rhéaume becomes the first woman to play in the National Hockey League.

1992 Dr. Roberta Bondar becomes the first Canadian woman in space.

1992 Judy Kent is named general team manager for the 1994 Commonwealth Games in Victoria, British Columbia -- another first for a woman.

Continued on page 14

SUGGESTED READING MATERIAL

The following is a sampling of published materials on Canadian women and their historical and contemporary participation in the paid and unpaid workforce. Most should be available in libraries and bookstores across the country. These materials will provide interesting, useful facts and information, as well as background material for classrooms, organizations, businesses and at-home reading.

Ainley, Marianne G., ed. *Despite the Odds: Essays on Canadian Women in Science*. Montreal: Véhicule Press, 1990.

Amato, Sheila and Pat Staton. *Making Choices! Women in Non-Traditional Jobs*. Toronto: Green Dragon Press, 1987 (revised 1990).

Armour, Moira and Pat Staton. *Canadian Women in History - A Chronology*. Toronto: Green Dragon Press, 2nd edition revised, 1992.

Armstrong, Pat and Hugh Armstrong. *The Double Ghetto: Canadian Women and Their Segregated Work*. Toronto: McClelland & Stewart, 1978.

Barber, Marilyn. *Immigrant Domestic Servants in Canada*. Ottawa: Canadian Historical Association, 1991.

Blunden, Katherine. *Le Travail et la vertu. Femmes au foyer: une mystification de la révolution industrielle*. Payot, Paris, 1982.

Bourne, Paula. *Women's Paid and Unpaid Work: Historical and Contempor-*

ary Perspectives. Toronto: New Hogtown Press, 1985.

Brand, Dionne. *No Burden To Carry: Narratives of Black Working Women in Ontario 1920s to 1950s*. Toronto: The Women's Press, 1991.

Briskin, Linda and Lynda Yanz. *Union Sister: Women in the Labour Movement*. Toronto: The Women's Press, 1983.

Brunet, Lucie. *Almanda Walker-Marchand (1868-1949)*. Une féministe franco-ontarienne de la première heure. Ottawa, Les Éditions L'Interligne, 1992.

Clarke, Jan. *Claiming the Future: The Inspiring Lives of Twelve Canadian Women Scientists and Scholars*. The Royal Society of Canada. Markham: Pembroke Publishers Limited, 1991.

Cohen, Marjorie Griffin. *Women's Work: Markets and Economic Development in Nineteenth-Century Ontario*. Toronto: University of Toronto Press, 1988. Illustrated.

Duffy, Ann, Nancy Mandell and Norene Pupo. *Few Choices: Women, Work and Family*. Toronto: Garamond Press, 1989.

Gannage, Charlene. *Double Day: Double Bind: Women Garment Workers*. Toronto: The Women's Press, 1986.

Ireland, Gisele. *The Farmer Takes a Wife: A Study by Concerned Farm Women*. Chesley, Ontario: Concerned Farm Women, 1983. Illustrated.

Kome, Penney. *Women of Influence*. Toronto: Doubleday Limited, 1985.

Lavigne, Marie et Pinard, Yolande, dir. *Travailleuses et féministes: Les femmes dans la société québécoise*, Montréal, Boréal, 1983.

Luxton, Meg. *More Than a Labour of Love: Three Generations of Women's Work in the Home*. Toronto: The Women's Press, 1980.

Luxton, Meg and Harriet Rosenberg. *Through the Kitchen Window: The Politics of Home and Family*. Toronto: Garamond Press, 1986.

Massam, Hélène. *Les Femmes font des maths*. Louise Lafontaine et Hélène Kayler avec la collaboration de Madeleine Barrette, Renée Caron, Lise Paquin et Claude Solar. Montréal: Les Éditions du remue-ménage, 1992.

Parr, Joy. *The Gender of Breadwinners*. Toronto: University of Toronto Press, 1990.

Pierson, Ruth Roach. "They're still Women after All" *The Second World War and Canadian Womanhood*. Toronto: McLelland & Stewart, 1986, reprinted 1990.

Phillips, Paul and Erin Phillips. *Women and Work: Inequality in the Labour Market*. Toronto: James Lorimer, 1983.

Rasmussen, Linda, et al. *A Harvest Yet to Reap*. Toronto: Women's Press, 1976. A teacher's guide is also available.

Vandelac, Louise et Diane Bélisle, Anne Gauthier, Yolande Pinard. *Du travail et de l'amour*. Les Éditions coopératives Albert Saint-Martin de Montréal, 1985.

Van Kirk, Sylvia. *Many Tender Ties: Women in Fur-Trade Society, 1670-1870*. Winnipeg: Watson & Dwyer, 1980. Illustrated.



QUIZ ON WOMEN AND WORK IN HISTORY

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Limited copies of the 1993 Women's History Month newsletter, speech and poster are available from:

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If you receive more than one copy of this newsletter, please pass it on to a friend or photocopy. This newsletter is also available in alternate media.

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1992 The Canadian Committee on Women in Engineering releases its report, making 29 recommendations.

1993 Figures from the 1991 census are released in March, revealing that: women now represent 45 per cent of Canada's labour force, compared to 41 per cent in 1981 and 36 per cent in 1975; the ratio between women's and men's full-time earnings has increased to 70 per cent, from 67 per cent in 1990; and women comprise 30 per cent of self-employed persons in Canada.

1.C - Nellie McClung (1873-1951) also helped to found the Winnipeg Equality League, a group dedicated to winning the provincial vote for women in Manitoba. As well, she played a key role in the famous Persons Case. Nellie McClung's contribution to the advancement of women's rights was multifaceted and pivotal.

2.A - Miranda Barry graduated from the Edinburgh College of Medicine at 15. Among her many accomplishments was her discovery of a South African plant which was widely used to treat gonorrhoea. She died in 1865.

3.C - In 1993, for full-time, year-round employees it is estimated that women's salaries are 70 per cent of men's. Thus, while improvements have been made, a significant wage gap persists.

4.D - Gladys Strum was the first woman to head a provincial party in 1944, leading the Saskatchewan Co-operative Commonwealth Federation (CCF). The following year, she was the first woman elected to the federal CCF. She made the above comment during a debate in the House of Commons in 1945.

1993 The first Canadian-organized International Conference on the Measurement and Valuation of Unpaid Work is held. Statistics Canada estimates the value of household work at about \$200 billion, or up to 39 per cent of Canada's gross domestic product. Voluntary activities are estimated to be worth \$13 billion a year.

1993 Catherine Callbeck becomes Canada's first woman elected provincial premier, in Prince Edward Island.

1993 In June, the Right Honourable Kim Campbell becomes Canada's first woman Prime Minister.

5.B - During the 1950's, Canada's first bush pilot instructor, Violet Milstead, was dubbed the "Bush Angel". She is quoted as saying, "I'd rather be 2000 feet upstairs than eat, sleep, or be married."

6.A - Helena Gutteridge (1879-1960) was a feminist, pacifist and trade unionist. She was instrumental in organizing laundry and garment workers and later, labour and women's groups. These initiatives resulted in British Columbia's and Canada's first minimum wage act -- legislation that applied only to women.

7.C - According to the replacement cost method of household analysis, this statistic of 41 per cent has changed little over time. In 1986, household work was estimated to be 39.3 per cent of the GDP. This figure translates to almost \$200 billion in dollar values.

8.A - Agnes Sempler of Inuvik, Northwest Territories also worked to establish the Committee for Original People's Entitlement, a northern native land claims group. She is a pioneer in achieving recognition for the involvement of Aboriginal people in community, regional and national affairs. She became Canada's first woman Aboriginal Justice of the Peace in 1975.

9.C - Section 15 of the *Canadian Charter of Rights and Freedoms* protects women's right to equality. It came into effect three years after the other provisions of the Charter. It was the result of pressure by groups of women, who negotiated to ensure that the *Charter* reflects the needs and concerns of the women of Canada.

10. True. Labour Canada estimated in 1991 that the percentage had decreased to 19.7 per cent, one-fourth of employed women.

11.B - Daisy Peterson Sweeney is the elder sister of jazz musician Oscar Peterson. Not only has she taught music throughout her lifetime, but she began

the youth choir that later developed into the Montreal Jubilation Gospel Choir. In 1987, she was awarded an honorary doctorate by Laurentian University.

12.B - In similar sectors of non-traditional labour for women, the participation rate of women is equally low. For instance, in construction and transportation in 1991, 11.5 per cent of those employed were women and in logging and forestry, 14.9 per cent were women.

13.D - Madeleine Parent (born 1918) was a convent-trained graduate of McGill University (class of 1940). She was one of the first union organizers for women. Madeleine Parent has dedicated the majority of her life to fighting for the rights of labourers. Since 1991, the Idola Saint-Jean Award has been given by the Quebec Federation of Women to a woman or group for their exceptional contribution toward improving the status of women.

14.D - k.d. lang has been a major contributor and innovator in the Canadian music scene for many years. As well as being the recipient of numerous awards, her 1992 *Ingénue* album sold over a million copies in the United States alone.

15.C - Elizabeth Semkiw received the Order of Canada in 1982 for advocating for the rights of persons with disabilities. In the 1970s, she volunteered with such organizations as the Manitoba Chapter of the Muscular Dystrophy Association and the Manitoba Association for Rights and Liberties. Disabled since birth, in 1980, Semkiw was given a Woman of Distinction Award for community service in her area by the Winnipeg YWCA.

16.C - Despite the fact that women comprise nearly half of the labour force, the areas in which they are largely concentrated are at the lower end of the paid work hierarchy. According to 1991 statistics from Labour Canada, the six most frequent jobs for women are: secretaries; sales clerks; bookkeepers; cashiers and tellers; registered nurses; and food service workers.

17.True. The work of Huron women was generally centred around the production and preparation of food. This fundamental contribution to the maintenance of the community was given full recognition through the delegation of significant political and social powers to women in the



Rosemary Brown

community, such as electing the members of the governing councils.

18.B - In 1975, Rosemary Brown (born 1930), who was then a British Columbia member of the provincial legislature and the first Black woman elected to a provincial legislature in Canada, lost her bid for the national leadership of the New Democratic Party. Brown is now Chief Commissioner of the Ontario Human Rights Commission.



k. d. lang

We join in celebrating
the contributions of women, past and
present, who have helped shape our
nation in countless ways

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QUIZ ON WOMEN AND WORK IN HISTORY

- 1.** This woman was a novelist, journalist, suffragist and temperance worker. She was a member of the Alberta Legislative Assembly, the only woman on the Dominion War Council and the first woman on the CBC Board of Governors. Who is she?

a) Dorothy Livesay c) Nellie McClung
b) Elizabeth Shortt d) Velma Sprinthead

2. What woman disguised herself as a man in order to train and practise as a physician, headed the British Army's medical service, and in 1857, became inspector-general of Hospitals in Upper and Lower Canada?

a) Miranda Barry c) Kate Aitken
b) Irene Parlby d) Alice Chown

3. During the early 1900s it was estimated that women's salaries were what percentage of men's?

a) 30 per cent c) 50 per cent
b) 60 per cent d) 80 per cent

4. Who said "I submit to the House, that no one has ever objected to women working. The only thing they have ever objected to, is paying women for working".

The only thing they have ever objected to, is paying women for working".

a) Agnes Macphail c) Ellen Fairclough
b) Violet McNaughton d) Gladys Strum

5. Who was the first person to teach bush pilots in Canada, instructing over 100 pilots and flying more than 50 types of aircraft?

a) Amelia Earhart c) Ethel Wilson
b) Violet Milstead d) Alys McKey Bryant

6. Who worked to establish Canada's first minimum wage act in British Columbia in 1915? This woman was also responsible for having equal pay written into the constitution of the Vancouver Trades and Labour Council.

a) Helena Gutteridge c) June Veacock
b) Gladys Strum d) Hazel Wigdor

7. In 1971, it was estimated that household work represented what percentage of the Gross Domestic Product?

a) 23 per cent c) 41 per cent
b) 34 per cent d) 52 per cent

8. Who was the first Aboriginal woman in Canada to be appointed Justice of the Peace?

a) Agnes Sempler c) Sheila Firth
b) Jean Folster d) Sharon Firth

9. In what year was women's equality first guaranteed under the Canadian Constitution?

a) 1954 c) 1985
b) 1975 d) 1991

10. In 1983, it was estimated that three-quarters of the women in the Canadian labour force earned less than \$12,000 per year.

True False

11. Born in 1920, this woman began teaching music at the age of nine. She worked as a domestic in Montreal for \$4.50 a week in order to pay for music lessons. Later, while raising a family of six, she attended night school, and eventually obtained an Associate Degree in Music from McGill University. Among her pupils were the great jazz musicians Oliver Jones, Oscar Peterson and Reggie Wilson.

a) Marie Rollet
b) Daisy Peterson Sweeney
c) Eliza Mary Balme
d) Florence Randal

12. In 1991, there were 192,030 miners in Canada. Of this number, what percentage were women?

a) 9.3 per cent c) 21.7 per cent
b) 15.9 per cent d) 27 per cent

13. In what year did Madeleine Parent win the Idol-Saint Jean award?

a) 1967 c) 1986
b) 1979 d) 1993

14. What Canadian woman artist won a Grammy Award for producer of the year, album of the year and songwriter of the year in 1993? In 1991, she was named Female Artist of the Decade in Canada.

a) Buffy Saint Marie c) Anne Murray
b) Sass Jordan d) k.d. lang

15. She is an artist, a 1982 Order of Canada recipient, and a tireless volunteer worker for the rights of persons with disabilities. Who is she?

a) Pat Israel c) Elizabeth Semkiw
b) Jean Ethel MacLachlan d) Georgiana Bélanger

16. Women currently make up what percentage of the Canadian workforce?

a) 25 per cent c) 45 per cent
b) 36 per cent d) 57 per cent

17. In the Huron culture, women were responsible for electing men to their governing councils.

True False

18. Who was the first woman in Canada to run for the leadership of a federal political party?

a) Audrey McLaughlin
b) Rosemary Brown
c) Flora MacDonald
d) Sheila Copps